

Assessing Staff Readiness to Implement the “Ask, Advise, Refer” (AAR) Tobacco Cessation Brief Intervention at Five Public Health Centers

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>BACKGROUND

- Successful implementation of brief intervention to encourage smoking cessation among patients requires organizational support in the clinic setting, a key component of which is staff readiness for change.
- Staff readiness often predicts whether mandated changes in practices at the organizational level can be implemented effectively and maintained over time.
- This analysis examines staff readiness to implement a brief tobacco cessation intervention, “Ask, Advise, Refer” (AAR), in the public health clinic setting.

>METHODOLOGY

- As part of a larger study, we surveyed 90 staff members (e.g., physicians, nurses, front desk clerks, etc.) from five public health centers using a self-administered questionnaire containing questions about staff readiness towards the implementation of the AAR brief intervention in 2007.
- This survey was completed prior to the implementation of the intervention at these sites.

>RESULTS

- The respondents from the survey were 70% female; 70% African American or Latino; 62% college graduates, 48% nurses; 60% in their current positions for 10 years or more, and 81% employed in their profession for 10 years or more.
- Responses revealed that 86% of the staff was receptive to the AAR intervention; 82% felt the intervention strongly reflected the clinics’ mission and goals; and 61% felt they were included during the development and planning of the intervention’s implementation protocol.

>CONCLUSIONS

- These findings indicate moderate to high levels of staff readiness to implement the AAR intervention in the public health clinic setting.
- These findings are encouraging because emerging evidence suggests that staff readiness is an important predictor of the sustainability of brief interventions in the clinic environment.

Figure 1. Staff Attitudes Towards the Implementation of the “Ask, Advise, Refer” Protocol (n=90)

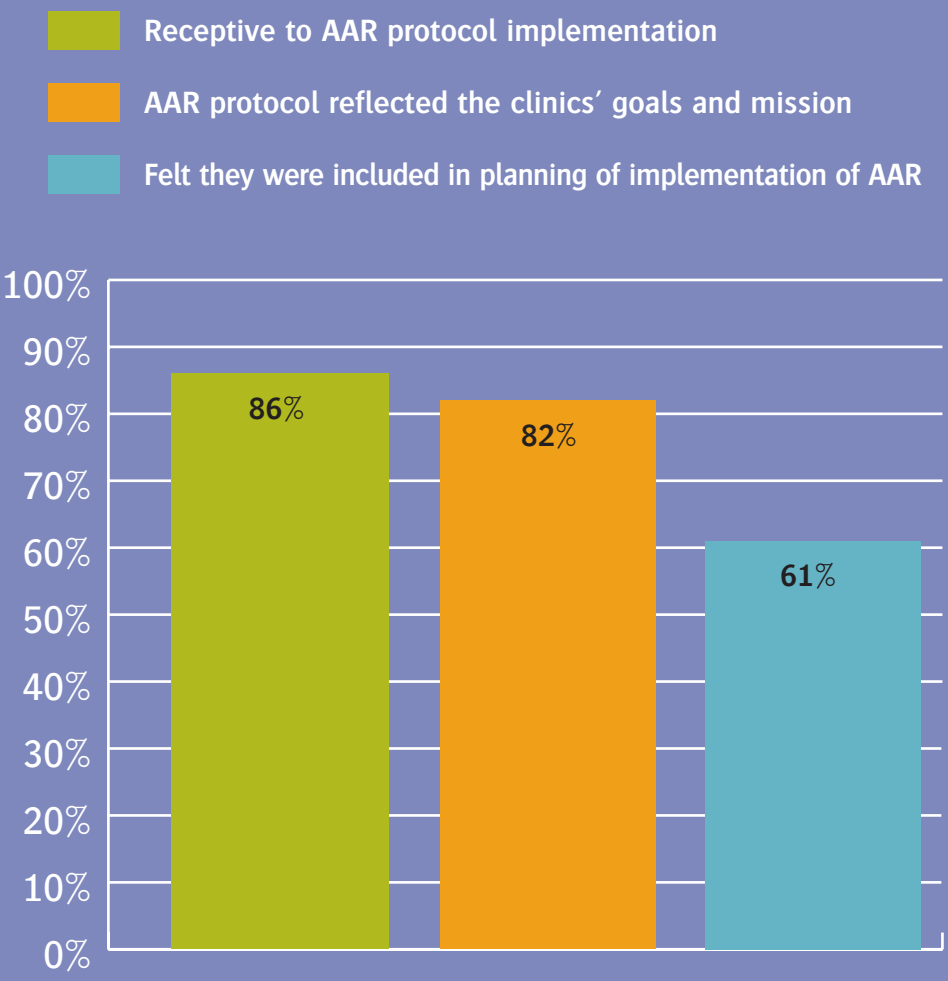
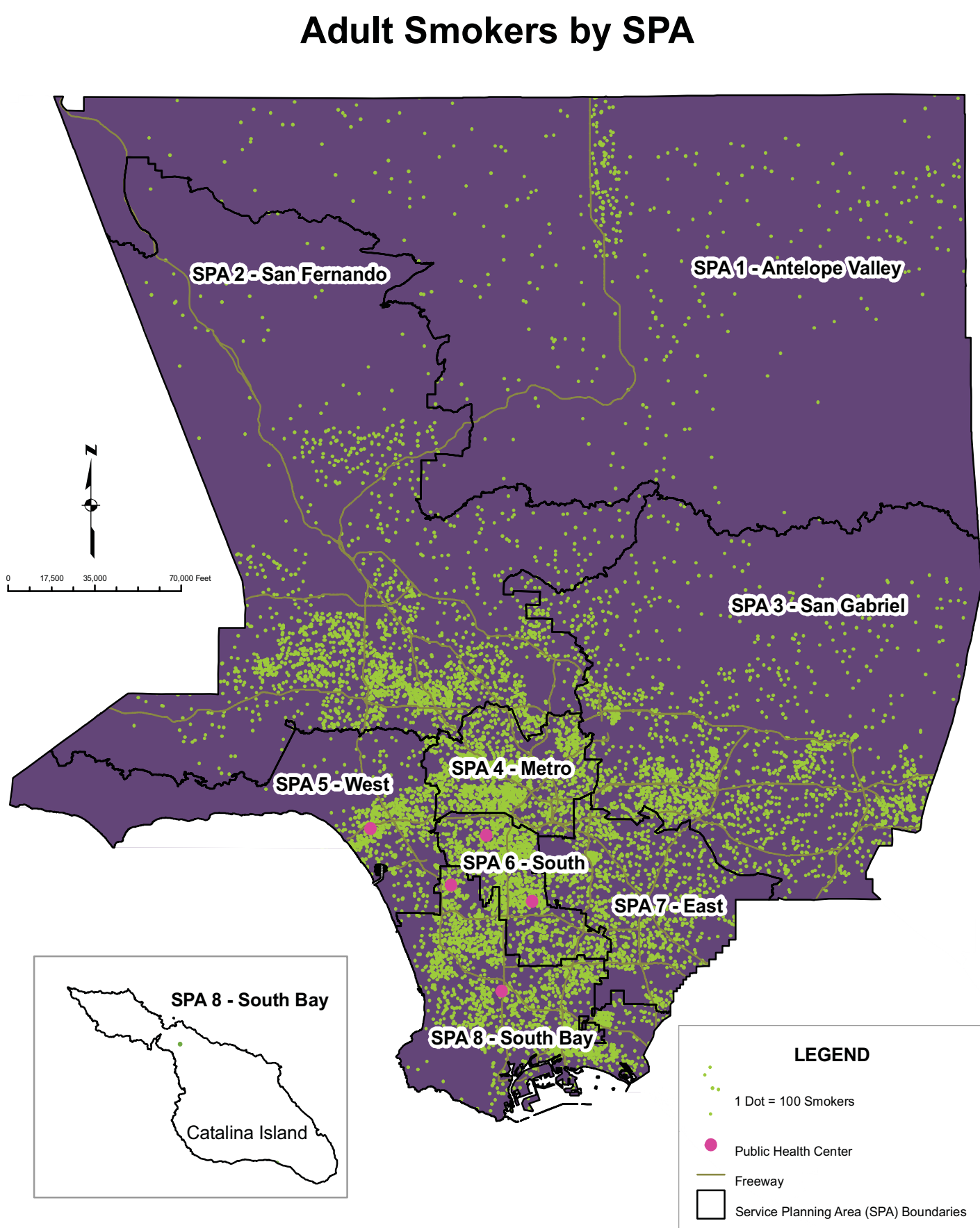


Table 1. Socio-demographic Characteristics of Staff at Five Los Angeles County Public Health Clinics (Total n=90)

	n	%*		n	%*
Gender			Level of Education		
Male	21	23	High school graduate	9	10
Female	63	70	Some college	24	27
Age (years)			College graduate	38	42
20–39	27	30	Postgraduate	18	20
40–64	42	47	Profession		
65+	3	3	Physician	1	1
Race/Ethnicity			Nurse	43	48
African American/Black	39	43	Clerical Staff	19	21
Hispanic/Latino	9	27	Other	21	23
Asian/Pacific Islander	24	10	Years in Current Profession		
White/Non-Hispanic	6	7	0–5	16	18
Multiethnic	5	6	6–20	47	52
			21+	26	29

*Percentages may not sum to 100% due to missing or rounded values.



Source: Los Angeles County Health Survey, 2005
LAC DHS Office of Planning and Analysis
July 17, 2006